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December 4, 2000

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OUR FILE NUMBER
93024-03676

VIA HAND DELIVERY

Mr. Clyde J. Hart, Jr.
Acting Deputy Administrator
Federal Motor Carrier Safety Administration
c/o U. S. Department of Transportation
Dockets Management Facility
Room PL-401, 400 Seventh Street, S.W.
Washington, D.C. 20590

Re: Comments on 65 Fed. Reg. 66286;
Vision Exemption Application of Jason B. Mazyck

Dear Mr. Hart:

On behalf of my client United Parcel Service, I am writing to provide comments on the exemption from the Department's vision requirements sought by Jason B. Mazyck, a UPS driver. The Department has published a summary of what it understands to be Mr. Mazyck's qualification for exemption and has solicited comment. 65 Fed. Reg. 66286.

As you know, for purposes of the vision exemption the Department requires that the applicant have "operated a CMV with [his] vision deficiency for the 3-year period immediately preceding the date of . . . application for the exemption." In its notice, the Department reports that Mr. Mazyck "has stated that he has operated straight trucks for 4 years, accumulating 100,000 miles." 65 Fed. Reg. at 66290. This claim appears at page 2 of Mr. Mazyck's

September 1999 application, where he reports that he has "been driving a straight truck for approximately four (4) years" and "drives approximately 25,000 miles per year."

In fact, Mr. Mazyck does not meet the 3-year requirement. He became a driver for UPS on May 12, 1997 and applied for an exemption 2 years, 4 months later –September 16, 1999. Thus, he had been a driver well under the 3 years required by the Department. (For the date that Mr. Mazyck became a driver for UPS, see the Declaration of Ricky Saucier at Exhibit A hereto, and the letter by Mr. Mazyck at Exhibit B.)

Additionally, for a 3-week period in August 1997 Mr. Mazyck was not driving, and even when driving he often worked substantially fewer than 40 hours a week. Exhibit A.

Mr. Mazyck's suggestion that he had been driving 4 consecutive years prior to his application results from the fact that, prior to becoming a full-time driver for UPS – when he was still a part-time employee responsible for handling packages – Mr. Mazyck occasionally worked as a substitute driver. *See* Exhibit B (letter of Mr. Mazyck) explaining that he became a "regular *temporary* driver" in 1995. (Emphasis added.) This only entailed driving on an occasional basis, however, and Mr. Mazyck's position with the Company remained as an "inside" employee, handling packages, until he was promoted to package car driver in mid-May 1997. Thus, for instance, Company records show that in 1997, Mr. Mazyck did not drive *at all* until becoming a full-time driver in May. Exhibit A.

Simply, Mr. Mazyck was neither a *driver* for 3 consecutive years immediately preceding his application, nor did he *drive* for 3 consecutive years before his application.

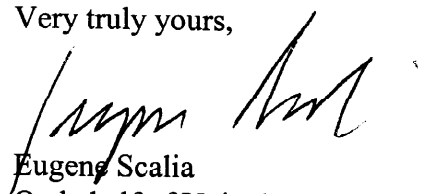
In submitting these comments, UPS also wishes to correct certain misstatements in a letter submitted to the Department by Mr. Mazyck's union business agent, Mr. Ricky Maxwell. Mr. Maxwell wrote:

> United Parcel Service package car drivers are not required by D.O.T. to have a D.O.T. physical due to the cars['] weight and size. This is strictly a company requirement that all employees, including dock employees, have a D.O.T. physical.

Exhibit C hereto. It is true that not *all* UPS package delivery vehicles are over 10,000 pounds. But most are; Mr. Maxwell's suggestion to the contrary is seriously mistaken. (And of course, to the extent Mr. Mazyck *was* driving non-DOT regulated vehicles, that is another reason exemption is inappropriate.) Additionally, Mr. Maxwell errs in stating that UPS requires all workers – even package handlers – to have DOT cards. That is not true. UPS requires those who drive its vehicles to have DOT cards, and even then makes exceptions for certain individuals driving under-10,001-pound vehicles not regulated by DOT.

I hope this letter is of assistance. Please contact me if you would like additional information.

Very truly yours,



Eugene Scalia
On behalf of United Parcel Service, Inc.

ES/cdw

cc: Mr. Richard L. Maxwell

Enclosures

DECLARATION OF RICHARD L. SAUCIER

I, Richard L. Saucier, hereby declare and state as follows:

1. I am the Workforce Planning Manager for United Parcel Service's South Carolina District, where Jason Mazyck is employed. In the course of performing my responsibilities I have become familiar with Mr. Mazyck and his employment history.

2. Mr. Mazyck became a driver for UPS on May 12, 1997. Before that he was a part-time employee performing package-handling duties inside the UPS facility where he worked.

3. At times while he held this inside, package-handling position, Mr. Mazyck worked as a "regular temporary driver" ("RTD driver") for the Company. He did not perform this function for UPS in 1997, however, because it is the Company's practice not to use RTD drivers prior to June of any calendar year.

4. The fact that Mr. Mazyck did not perform driving duties for UPS in 1997 prior to May 12 is confirmed by the Company's records of his pay history from January to August, 1997. The records, which are attached hereto, indicate that in every week until the week ending May 17, Mr. Mazyck was paid an hourly rate of $11.75 and worked approximately 20 hours a week. The $11.75 hourly rate is one paid to employees performing package handling duties inside UPS facilities; it is not a rate paid for any type of driving work. Additionally, workweeks of approximately 20 hours are the workweeks of our inside, package-handling employees, who are part-time employees.

5. By the same token, that Mr. Mazyck began driving on May 12, 1997 is evidenced by his time records from that week forward, examples of which are attached. These records show that in mid-May he began working 40 hours a week or more – the package driver position

he assumed in May, 1997 is a full-time position – and that he was paid a differently hourly rate, one that is paid to package car drivers.

6. These records also show that in the weeks ending August 9, 16, and 23, 1997, Mr. Mazyck did not work at all.

7. Even when he was a driver for UPS, Mr. Mazyck did not always work a 40-hour week. When UPS experiences a decline in package volume, it is the more junior employees in a job classification who typically will be laid off or otherwise receive fewer working hours. In 1998 Mr. Mazyck was among the most junior package car drivers in his building, and our payroll records indicate that he worked 40-hour weeks only approximately 5 times that year. The records indicate that in many weeks that year the hours he worked were closer to 30 than to 40.

I declare under penalty of perjury that the foregoing is true and correct.

Dated this 4th day of December, 2000.

Richard L. Saucier

Richard L. Saucier

250415394 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 2
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 6

CUR PAYMENT NET PAY: 382.81 TTL GRS: 535.68 FWT GRS: 503.54 FICA C/GPP GRS: 535.68 MEDICARE GRS: 535.68
A000639 3Y ST/GWT GRS: 503.54 RTR GRS: 535.68 FUT GRS: 0.00 SUT GRS: 0.00
09/05/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 069 ENDING 08/30/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	33.21		036	FICA MEDICARE	7.76		010	401K DEDUCT 32.14
022	FEDERAL TAX	49.28		025	STATE TAX-XX	29.48		200	UNITED WAY '99 1.00
188	FICA CONTRIB	33.21	C	189	MEDCARE CONTRI	7.76	C		

PAY;	OTD-OVERTIME	47.10	TIME: 2.61	RATE:	18.045	PER:	08/30/97
	REG-REGULAR	103.62	N/A				08/30/97
	REG-REGULAR	384.96	32.00		12.030		08/30/97

BALANCE ADJUSTMENTS 151S UNIONDUES-#### 22.00-

280416304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 0

CUR PAYMENT NET PAY: 0.00 TTL GRS: 0.00 FWT GRS: 0.00 FICA C/GPP GRS: 0.00 MEDICARE GRS: 0.00
3Y ST/GWT GRS: 0.00 RTR GRS: 0.00 FUT GRS: 0.00 SUT GRS: 0.00
08/27/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 067 ENDING 08/23/97 W1

NET PAY DISB TYPE: C CHECK/ADVICE DISTR:

151 UNIONDUES-#### 22.00 S 200 UNITED WAY '99 1.00 N

BALANCE ADJUSTMENTS 151S UNIONDUES-#### 22.00-

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 0

CUR PAYMENT NET PAY: 0.00 TTL GRS: 0.00 FWT GRS: 0.00 FICA C/GPP GRS: 0.00 MEDICARE GRS: 0.00
3Y ST/QWT GRS: 0.00 RTR GRS: 0.00 FUT GRS: 0.00 SUT GRS: 0.00
08/22/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 065 ENDING 08/16/97 W1

NET PAY DISB TYPE: C CHECK/ADVICE DISTR:

151 UNIONDUES-#### 22.00 S 200 UNITED WAY '99 1.00 N

250418304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 0

CUR PAYMENT NET PAY: 0.00 TTL GRS: 0.00 FWT GRS: 0.00 FICA C/GPP GRS: 0.00 MEDICARE GRS: 0.00
3Y ST/GWT GRS: 0.00 RTR GRS: 0.00 FUT GRS: 0.00 SUT GRS: 0.00
08/15/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 063 ENDING 08/09/97 W1

NET PAY DISB TYPE: C CHECK/ADVICE DISTR:

200 UNITED WAY '99 1.00 N

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 443.71 TTL GRS: 599.94 FWT GRS: 587.94 FICA C/GPP GRS: 599.94 MEDICARE GRS: 599.94
A000684 3Y ST/GWT GRS: 587.94 RTR GRS: 599.94 FUT GRS: 0.00 SUT GRS: 0.00
08/08/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 061 ENDING 08/02/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	37.20		036	FICA MEDICARE	8.70		010	401K DEDUCT	12.00
022	FEDERAL TAX	61.94		025	STATE TAX-XX	35.39		200	UNITED WAY '99	1.00
188	FICA CONTRIB	37.20	C	189	MEDCARE CONTRI	8.70	C			

PAY:	OTD-OVERTIME	118.74	TIME:	6.50	RATE:	18.045	PER: 08/02/97
	REG-REGULAR	481.20		40.00		12.030	08/02/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE

UPS EMPL TYPE: F BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
STOCK UNITS PURCHASED: 0 FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
401K PRCNT: 2

CUR PAYMENT NET PAY: 334.20 TTL GRS: 440.72 FWT GRS: 431.91 FICA C/GPP GRS: 440.72 MEDICARE GRS: 440.72
A000692 3Y ST/GWT GRS: 431.91 RTR GRS: 440.72 FUT GRS: 0.00 SUT GRS: 0.00
08/01/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 059 ENDING 07/26/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	27.32		036	FICA MEDICARE	6.39		010	401K DEDUCT 8.81
022	FEDERAL TAX	38.54		025	STATE TAX-XX	24.46		200	UNITED WAY '99 1.00
188	FICA CONTRIB	27.32	C	189	MEDCARE CONTRI	6.39	C		

PAY:	OTD-OVERTIME	72.00	TIME:	3.99	RATE:	18.045	PER: 07/26/97
	REG-REGULAR	368.72		30.65		12.030	07/26/97

350415204 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 436.51 TTL GRS: 589.47 FWT GRS: 577.68 FICA C/GPP GRS: 589.47 MEDICARE GRS: 589.47
A000683 3Y BT/GWT GRS: 577.68 RTR GRS: 589.47 FUT GRS: 0.00 SUT GRS: 0.00
07/25/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 057 ENDING 07/19/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	36.55		036	FICA MEDICARE	8.55		010	401K DEDUCT	11.79
022	FEDERAL TAX	60.40		025	STATE TAX-XX	34.67		200	UNITED WAY '99	1.00
188	FICA CONTRIB	36.55	C	189	MEDCARE CONTRI	8.55	C			

PAY:	OTD-OVERTIME	108.27	TIME:	6.00	RATE:	18.045	PER: 07/19/97
	REG-REGULAR	481.20		40.00		12.030	07/19/97

350415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 40.81 TTL GRS: 47.40 FWT GRS: 46.45 FICA C/GPP GRS: 47.40 MEDICARE GRS: 47.40
A000691 3Y ST/GWT GRS: 46.45 RTR GRS: 47.40 FUT GRS: 0.00 SUT GRS: 0.00
07/18/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 055 ENDING 07/12/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	2.94		036	FICA MEDICARE	0.69		010	401K DEDUCT	0.95
025	STATE TAX-XX	1.01		200	UNITED WAY '99	1.00		188	FICA CONTRIB	2.94	C
189	MEDCARE CONTRI	0.69	C							

PAY: REG-REGULAR 47.40 TIME: 3.94 RATE: 12.030 PER: 07/12/97

350415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 382.00 TTL GRS: 542.19 FWT GRS: 531.35 FICA C/GPP GRS: 542.19 MEDICARE GRS: 542.19
000696 3Y ST/GWT GRS: 531.35 RTR GRS: 542.19 FUT GRS: 0.00 SUT GRS: 0.00
07/11/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 053 ENDING 07/05/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT.

050415304 MAZYCK, JASON B OPERATION TYPE: PKO PACKAGE OPERATIONS
##
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 382.00 TTL GRS: 542.19 FWT GRS: 531.35 FICA C/QPP GRS: 542.19 MEDICARE GRS: 542.19
0000696 3Y ST/GWT GRS: 531.35 RTR GRS: 542.19 FUT GRS: 0.00 SUT GRS: 0.00
07/11/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 053 ENDING 07/05/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT.

020	FICA	33.61	036	FICA MEDICARE	7.86		010	401K DEDUCT	10.84	
022	FEDERAL TAX	53.45	025	STATE TAX-XX	31.43		151	UNIONDUES-####	22.00	
200	UNITED WAY '99	1.00	188	FICA CONTRIB	33.61	C	189	MEDCARE CONTRI	7.86	C

PAY:	HOL-HOLIDAY	96.24	TIME:	8.00	RATE:	12.030	PER: 07/05/97
	OTD-OVERTIME	60.99		3.38		18.045	07/05/97
	REG-REGULAR	384.96		32.00		12.030	07/05/97

000415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

UR PAYMENT NET PAY: 455.01 TTL GRS: 616.36 FWT GRS: 604.03 FICA C/GPP GRS: 616.36 MEDICARE GRS: 616.36
000690 3Y ST/GWT GRS: 604.03 RTR GRS: 616.36 FUT GRS: 0.00 SUT GRS: 0.00
07/03/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 051 ENDING 06/28/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	38.22	036	FICA MEDICARE	8.94	010	401K DEDUCT	12.33
022	FEDERAL TAX	64.35	025	STATE TAX-XX	36.51	200	UNITED WAY '99	1.00
188	FICA CONTRIB	38.22 C	189	MEDCARE CONTRI	8.94 C			

PAY:			TIME:	RATE:	PER:
	OTD-OVERTIME	135.16	7.49	18.045	06/28/97
	REG-REGULAR	481.20	40.00	12.030	06/28/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 407.98 TTL GRS: 547.97 FWT GRS: 537.01 FICA C/GPP GRS: 547.97 MEDICARE GRS: 547.97
A000694 2Y ST/GWT GRS: 537.01 RTR GRS: 547.97 FUT GRS: 0.00 SUT GRS: 0.00
06/27/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 049 ENDING 06/21/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	33.97		036	FICA MEDICARE	7.94		010	401K DEDUCI 10.96
022	FEDERAL TAX	54.30		025	STATE TAX-XX	31.82		200	UNITED WAY '99 1.00
188	FICA CONTRIB	33.97	C	189	MEDCARE CONTRI	7.94	C		

PAY:			TIME:	RATE:	PER:
OTD-OVERTIME	66.77	3.70		18.045	06/21/97
REG-REGULAR	481.20	40.00		12.030	06/21/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 448.92 TTL GRS: 607.52 FWT GRS: 595.37 FICA C/GPP GRS: -607.52 MEDICARE GRS: 607.52
A000692 2Y ST/GWT GRS: 595.37 RTR GRS: 607.52 FUT GRS: 0.00 SUT GRS: 0.00
06/30/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 047 ENDING 06/14/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	37.67		036	FICA MEDICARE	8.81		010	401K DEDUCT 12.15
022	FEDERAL TAX	63.06		025	STATE TAX-XX	35.91		200	UNITED WAY '99 1.00
188	FICA CONTRIB	37.67	C	189	MEDCARE CONTRI	8.81	C		

PAY:	OTD-OVERTIME	126.32	TIME: 7.00	RATE: 18.045	PER:	06/14/97
	REG-REGULAR	481.20	40.00	12.030		06/14/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 463.15 TTL GRS: 660.17 FWT GRS: 646.97 FICA C/OPP GRS: 660.17 MEDICARE GRS: 660.17
A000694 2Y ST/GWT GRS: 646.97 RTR GRS: 660.17 FUT GRS: 213.39 SUT GRS: 213.39
06/12/97 TAX CD: FED-M01 ST-M 00 ST/P TXD 041
SCHED: 045 ENDING 06/07/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	40.93		036	FICA MEDICARE	9.57		010	401K DEDUCT	13.20	
022	FEDERAL TAX	70.80		025	STATE TAX-XX	39.52		151	UNIONDUES-####	22.00	
200	UNITED WAY '99	1.00		188	FICA CONTRIB	40.93	C	189	MEDCARE CONTRI	9.57	C
031	STATE UNEMP	2.65	C	030	FEDERAL UNEMP	1.71	C				

PAY:			TIME:	RATE:	PER:
	ADJ-ADJUSTMENT	32.09	N/A		06/07/97
	ADJ-ADJUSTMENT	40.59	N/A		06/07/97
	OTD-OVERTIME	106.29	5.89	18.045	06/07/97
	REG-REGULAR	481.20	40.00	12.030	06/07/97

050415304 MAZYCK, JASON B OPERATION TYPE: PK0 PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 422.48 TTL GRS: 569.08 FWT GRS: 557.70 FICA C/OPP GRS: 569.08 MEDICARE GRS: 569.08
A000711 2Y ST/QWT GRS: 557.70 RTR GRS: 569.08 FUT GRS: 569.08 SUT GRS: 569.08
06/06/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 043 ENDING 05/31/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	35.28		036	FICA MEDICARE	8.26		010	401K DEDUCT	11.38	
022	FEDERAL TAX	57.41		025	STATE TAX-XX	33.27		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	35.28	C	189	MEDCARE CONTRI	8.26	C	031	STATE UNEMP	7.06	C
030	FEDERAL UNEMP	4.55	C								

PAY:			TIME:	RATE:	PER:
HOL-HOLIDAY	96.24	8.00	12.030	05/31/97
OTD-OVERTIME	87.88	4.87	18.045	05/31/97
REG-REGULAR	384.96	32.00	12.030	05/31/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 0

CUR PAYMENT NET PAY: 0.00 TTL GRS: 0.00 FWT GRS: 0.00 FICA C/GPP GRS: 0.00 MEDICARE GRS: 0.00
2Y ST/GWT GRS: 0.00 RTR GRS: 0.00 FUT GRS: 0.00 SUT GRS: 0.00
05/30/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 041 ENDING 05/24/97 W1

NET PAY DISB TYPE: C CHECK/ADVICE DISTR:

200 UNITED WAY '99 1.00 N

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 192.67 TTL GRS: 235.00 FWT GRS: 230.30 FICA C/GPP GRS: 235.00 MEDICARE GRS: 235.00
A000115 2Y ST/GWT GRS: 230.30 RTR GRS: 235.00 FUT GRS: 235.00 SUT GRS: 235.00
05/30/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 041 ENDING 05/24/97 W1
SEPARATE CHECK #: 2 VOLUNTARY DEDUCTIONS: N DEDUCTION SCHEDULE CODE: 4 SEPARATE CHECK PER: 05/24/97

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT.

020	FICA	14.57		036	FICA MEDICARE	3.41		010	401K DEDUCT	4.70	
022	FEDERAL TAX	8.30		025	STATE TAX-XX	10.35		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.57	C	187	MEDCARE CONTRI	3.41	C	031	STATE UNEMP	2.91	C
030	FEDERAL UNEMP	1.88	C								

PAY: VAC-VACATION 235.00 TIME: 20.00 RATE: 12.030 PER: 05/24/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 547.90 TTL GRS: 751.40 FWT GRS: 736.37 FICA C/GPP GRS: 751.40 MEDICARE GRS: 751.40
C453032 2Y ST/GWT GRS: 736.37 RTR GRS: 751.40 FUT GRS: 751.40 SUT GRS: 751.40
05/30/97 TAX GD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 042 ENDING 05/24/97 W1

NET PAY DISB TYPE: C CHECK/ADVICE DISTR:

020	FICA	46.59		036	FICA MEDICARE	10.89		010	401K DEDUCT	15.03	
022	FEDERAL TAX	84.21		025	STATE TAX-XX	45.78		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	46.59	C	189	MEDCARE CONTRI	10.89	C	031	STATE UNEMP	9.32	C
030	FEDERAL UNEMP	6.01	C								

PAY:			TIME:	RATE:	PER:
OPT-OPTION DAY	141.00	12.00		11.750	05/24/97
OTD-OVERTIME	129.20	7.16		18.045	05/24/97
REG-REGULAR	481.20	40.00		12.030	05/24/97

590418304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 192.67 TTL GRS: 235.00 FWT GRS: 230.30 FICA C/GPP GRS: 235.00 MEDICARE GRS: 235.00
C453033 2Y ST/GWT GRS: 230.30 RTR GRS: 235.00 FUT GRS: 235.00 SUT GRS: 235.00
05/30/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 042 ENDING 05/24/97 W1
SEPARATE CHECK #: 1 VOLUNTARY DEDUCTIONS: N DEDUCTION SCHEDULE CODE: 4 SEPARATE CHECK PER: 05/24/97

NET PAY DISB TYPE: C CHECK/ADVICE DISTR:

020	FICA	14.57		036	FICA MEDICARE	3.41		010	401K DEDUCT	4.70	
022	FEDERAL TAX	8.30		025	STATE TAX-XX	10.35		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.57	C	189	MEDCARE CONTRI	3.41	C	031	STATE UNEMP	2.91	C
030	FEDERAL UNEMP	1.88	C								

PAY: VAC-VACATION 235.00 TIME: 20.00 RATE: 12.030 PER: 05/24/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 0

CANCELLATION NET PAY: 192.67- TTL GRS: 235.00- FWT GRS: 230.30- FICA C/QPP GRS: 235.00- MEDICARE GRS: 235.00-
A000115 2Y ST/QWT GRS: 230.30- RTR GRS: 235.00- FUT GRS: 235.00- SUT GRS: 235.00-
05/30/97 ST TXD-041

020	FICA	14.57-		036	FICA MEDICARE	3.41-		010	401K DEDUCT	4.70-	
022	FEDERAL TAX	8.30-		025	STATE TAX-XX	10.35-		200	UNITED WAY '99	1.00-	
188	FICA CONTRIB	14.57-	C	189	MEDCARE CONTRI	3.41-	C	031	STATE UNEMP	2.91-	C
030	FEDERAL UNEMP	1.88-	C								

PAY: VAC-VACATION 235.00- TIME: 20.00- RATE: PER: 05/24/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: F FULL / PART: F UNION LOCAL: 0020 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 419.86 TTL GRS: 565.26 FWT GRS: 553.95 FICA C/GPP GRS: 565.26 MEDICARE GRS: 565.26
A000718 2Y ST/GWT GRS: 553.95 RTR GRS: 565.26 FUT GRS: 565.26 SUT GRS: 565.26
05/23/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 039 ENDING 05/17/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	35.05		036	FICA MEDICARE	8.19		010	401K DEDUCT	11.31	
022	FEDERAL TAX	56.84		025	STATE TAX-XX	33.01		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	35.05	C	189	MEDCARE CONTRI	8.19	C	031	STATE UNEMP	7.01	C
030	FEDERAL UNEMP	4.52	C								

PAY:	OTD-OVERTIME	116.06	TIME:	6.89	RATE:	16.845	PER:	05/17/97
	REG-REGULAR	449.20		40.00		11.230		05/17/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 191.55 TTL GRS: 233.36 FWT GRS: 228.69 FICA C/GPP GRS: 233.36 MEDICARE GRS: 233.36
A000691 2Y ST/GWT GRS: 228.69 RTR GRS: 233.36 FUT GRS: 233.36 SUT GRS: 233.36
05/16/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 037 ENDING 05/10/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.46		036	FICA MEDICARE	3.39		010	401K DEDUCT	4.67	
022	FEDERAL TAX	8.05		025	STATE TAX-XX	10.24		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.46	C	189	MEDCARE CONTRI	3.39	C	031	STATE UNEMP	2.89	C
030	FEDERAL UNEMP	1.87	C								

PAY: REG-REGULAR 233.36 TIME: 19.86 RATE: 11.750 PER: 05/10/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
UPS EMPL TYPE: P FULL / PART: P BUILDING: 2960 HOME CENTER: 2960 UNION LOCAL: 0028 SORT TYPE CODE: UNION SUB LOCAL: 0 SUPERVISOR AREA: 5 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 169.87 TTL GRS: 233.83 FWT GRS: 229.15 FICA C/GPP GRS: 233.83 MEDICARE GRS: 233.83
A000717 2Y ST/GWT GRS: 229.15 RTR GRS: 233.83 FUT GRS: 233.83 SUT GRS: 233.83
05/09/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 035 ENDING 05/03/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.50		036	FICA MEDICARE	3.39		010	401K DEDUCT	4.68	
022	FEDERAL TAX	8.12		025	STATE TAX-XX	10.27		151	UNIONDUES-####	22.00	
200	UNITED WAY '99	1.00		188	FICA CONTRIB	14.50	C	189	MEDCARE CONTRI	3.39	C
031	STATE UNEMP	2.90	C	030	FEDERAL UNEMP	1.87	C				

PAY: REG-REGULAR 233.83 TIME: 19.90 RATE: 11.750 PER: 05/03/97

050415304 MAZYCK, JASON B OPERATION TYPE: PK0 PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 190.41 TTL GRS: 231.71 FWT GRS: 227.08 FICA C/QPP GRS: 231.71 MEDICARE GRS: 231.71
A000657 2Y ST/QWT GRS: 227.08 RTR GRS: 231.71 FUT GRS: 231.71 SUT GRS: 231.71
05/02/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 033 ENDING 04/26/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.37		036	FICA MEDICARE	3.36		010	401K DEDUCT	4.63	
022	FEDERAL TAX	7.81		025	STATE TAX-XX	10.13		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.37	C	189	MEDCARE CONTRI	3.36	C	031	STATE UNEMP	2.87	C
030	FEDERAL UNEMP	1.85	C								

PAY: REG-REGULAR 231.71 TIME: 19.72 RATE: 11.750 PER: 04/26/97

350418304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 155.59 TTL GRS: 181.30 FWT GRS: 177.67 FICA C/GPP GRS: 181.30 MEDICARE GRS: 181.30
A000642 2Y ST/GWT GRS: 177.67 RTR GRS: 181.30 FUT GRS: 181.30 SUT GRS: 181.30
04/18/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 029 ENDING 04/12/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	11.24		036	FICA MEDICARE	2.63		010	401K DEDUCT	3.63	
022	FEDERAL TAX	0.40		025	STATE TAX-XX	6.81		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	11.24	C	189	MEDCARE CONTRI	2.63	C	031	STATE UNEMP	2.25	C
030	FEDERAL UNEMP	1.45	C								

PAY: REG-REGULAR 181.30 TIME: 15.43 RATE: 11.750 PER: 04/12/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
UPS EMPL TYPE: P BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
STOCK UNITS PURCHASED: 0 FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
401K PRCNT: 2

CUR PAYMENT NET PAY: 150.07 TTL GRS: 205.04 FWT GRS: 200.94 FICA C/GPP GRS: 205.04 MEDICARE GRS: 205.04
A000639 2Y ST/GWT GRS: 200.94 RTR GRS: 205.04 FUT GRS: 205.04 SUT GRS: 205.04
04/11/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 027 ENDING 04/05/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	12.71		036	FICA MEDICARE	2.97		010	401K DEDUCT	4.10	
022	FEDERAL TAX	3.89		025	STATE TAX-XX	8.30		151	UNIONDUES-####	22.00	
200	UNITED WAY '99	1.00		188	FICA CONTRIB	12.71	C	189	MEDCARE CONTRI	2.97	C
031	STATE UNEMP	2.54	C	030	FEDERAL UNEMP	1.64	C				

PAY: REG-REGULAR 205.04 TIME: 17.45 RATE: 11.750 PER: 04/05/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 186.86 TTL GRS: 226.54 FWT GRS: 222.01 FICA C/GPP GRS: 226.54 MEDICARE GRS: 226.54
A000671 2Y ST/GWT GRS: 222.01 RTR GRS: 226.54 FUT GRS: 226.54 SUT. GRS: 226.54
04/04/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 025 ENDING 03/29/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.05		036	FICA MEDICARE	3.28		010	401K DEDUCT	4.53	
022	FEDERAL TAX	7.05		025	STATE TAX-XX	9.77		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.05	C	189	MEDCARE CONTRI	3.28	C	031	STATE UNEMP	2.81	C
030	FEDERAL UNEMP	1.81	C								

PAY:			TIME:	RATE:	PER:
OPT-OPTION DAY	47.00		4.00	11.750	03/29/97
REG-REGULAR	179.54		15.28	11.750	03/29/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 192.67 TTL GRS: 235.00 FWT GRS: 230.30 FICA C/GPP GRS: 235.00 MEDICARE GRS: 235.00
A000672 2Y ST/GWT GRS: 230.30 RTR GRS: 235.00 FUT GRS: 235.00 SUT GRS: 235.00
04/04/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 025 ENDING 03/29/97 W1
SEPARATE CHECK #: 1 VOLUNTARY DEDUCTIONS: N DEDUCTION SCHEDULE CODE: 3 SEPARATE CHECK PER: 04/19/97

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT.

020	FICA	14.57		036	FICA MEDICARE	3.41		010	401K DEDUCT	4.70	
022	FEDERAL TAX	8.30		025	STATE TAX-XX	10.35		200	UNITED WAY '99	1.00	
189	FICA CONTRIB	14.57	C	189	MEDCARE CONTRI	3.41	C	031	STATE UNEMP	2.91	C
030	FEDERAL UNEMP	1.88	C								

PAY: VAC-VACATION 235.00 TIME: 20.00 RATE: 11.750 PER: 04/19/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 194.70 TTL GRS: 237.94 FWT GRS: 233.18 FICA C/GPP GRS: 237.94 MEDICARE GRS: 237.94
A000652 1Y ST/GWT GRS: 233.18 RTR GRS: 237.94 FUT GRS: 237.94 SUT GRS: 237.94
03/21/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 021 ENDING 03/15/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.73		036	FICA MEDICARE	3.45		010	401K DEDUCT	4.76	
022	FEDERAL TAX	8.73		025	STATE TAX-XX	10.55		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.75	C	189	MEDCARE CONTRI	3.45	C	031	STATE UNEMP	2.95	C
030	FEDERAL UNEMP	1.90	C								

PAY:	OPT-OPTION DAY	47.00	TIME: 4.00	RATE:	11.750	PER:	03/15/97
	REG-REGULAR	186.24	15.85		11.750		03/15/97
	TRN-TRAINING	4.70	0.40		11.750		03/15/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 188.22 TTL GRS: 228.54 FWT GRS: 223.97 FICA C/GPP GRS: 228.54 MEDICARE GRS: 228.54
A000640 1Y ST/GWT GRS: 223.97 RTR GRS: 228.54 FUT GRS: 228.54 SUT GRS: 228.54
03/14/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 019 ENDING 03/08/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.17		036	FICA MEDICARE	3.32		010	401K DEDUCT	4.57	
022	FEDERAL TAX	7.35		025	STATE TAX-XX	9.91		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.17	C	189	MEDCARE CONTRI	3.32	C	031	STATE UNEMP	2.83	C
030	FEDERAL UNEMP	1.83	C								

PAY:	REG-REGULAR	222.66	TIME:	18.95	RATE:	11.750	PER: 03/08/9/
	TRN-TRAINING	5.88		0.50		11.750	03/08/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 174.80 TTL GRS: 241.00 FWT GRS: 236.18 FICA C/GPP GRS: 241.00 MEDICARE GRS: 241.00
A000631 1Y ST/GWT GRS: 236.18 RTR GRS: 241.00 FUT GRS: 241.00 SUT GRS: 241.00
03/07/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 017 ENDING 03/01/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.94		036	FICA MEDICARE	3.50		010	401K DEDUCT	4.82	
022	FEDERAL TAX	9.18		025	STATE TAX-XX	10.76		151	UNIONDUES-####	22.00	
200	UNITED WAY '99	1.00		188	FICA CONTRIB	14.94	C	189	MEDCARE CONTRI	3.50	C
031	STATE UNEMP	2.99	C	030	FEDERAL UNEMP	1.93	C				

PAY:	REG-REGULAR	235.12	TIME:	20.01	RATE	11.750	PER: 03/01/97
	TRN-TRAINING	5.68		0.50		11.750	03/01/97

359418304 MAZYCK, JASON 8 OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 197.35 TTL GRS: 235.00 FWT GRS: 235.00 FICA C/GPP GRS: 235.00 MEDICARE GRS: 235.00
0000632 1Y ST/GWT GRS: 235.00 RTR GRS: 235.00 FUT GRS: 235.00 SUT GRS: 235.00
03/07/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 017 ENDING 03/01/97 W1
SEPARATE CHECK #: 1 VOLUNTARY DEDUCTIONS: T DEDUCTION SCHEDULE CODE: 1 SEPARATE CHECK PER: 03/01/97

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT:

020	FICA	14.57		036	FICA MEDICARE	3.40		022	FEDERAL TAX	9.00	
025	STATE TAX-XX	10.68		188	FICA CONTRIB	14.57	C	189	MEDCARE CONTRI	3.40	C
031	STATE UNEMP	2.91	C	030	FEDERAL UNEMP	1.88	C				

PAY: SIC-SICK PAY 235.00 TIME: 20.00 RATE: 11.750 PER: 03/01/97

260415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 195.99 TTL GRS: 239.82 FWT GRS: 235.02 FICA C/GPP GRS: 239.82 MEDICARE GRS: 239.82
000640 1Y ST/GWT GRS: 235.02 RTR GRS: 239.82 FUT GRS: 239.82 SUT GRS: 239.82
02/28/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 015 ENDING 02/22/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.87		036	FICA MEDICARE	3.48		010	401K DEDUCT	4.80	
022	FEDERAL TAX	9.00		025	STATE TAX-XX	10.68		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.87	C	189	MEDCARE CONTRI	3.48	C	031	STATE UNEMP	2.97	C
030	FEDERAL UNEMP	1.92	C								

PAY: REG-REGULAR 239.82 TIME: 20.41 RATE: 11.750 PER: 02/22/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKO PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 163.64 TTL GRS: 192.82 FWT GRS: 188.96 FICA C/GPP GRS: 192.82 MEDICARE GRS: 192.82
A000609 1Y ST/GWT GRS: 188.96 RTR GRS: 192.82 FUT GRS: 192.82 SUT GRS: 192.82
02/21/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 013 ENDING 02/15/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	11.95		036	FICA MEDICARE	2.79		010	401K DEDUCT	3.86	
022	FEDERAL TAX	2.09		025	STATE TAX-XX	7.49		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	11.95	C	189	MEDCARE CONTRI	2.79	C	031	STATE UNEMP	2.39	C
030	FEDERAL UNEMP	1.54	C								

PAY: REG-REGULAR 192.82 TIME: 16.41 RATE: 11.750 PER: 02/15/97

059415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 186.45 TTL GRS: 225.95 FWT GRS: 221.43 FICA C/GPP GRS: 225.95 MEDICARE GRS: 225.95
A000614 1Y ST/GWT GRS: 221.43 RTR GRS: 225.95 FUT GRS: 225.95 SUT GRS: 225.95
02/14/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 011 ENDING 02/08/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.01		036	FICA MEDICARE	3.28		010	401K DEDUCT	4.52	
022	FEDERAL TAX	6.96		025	STATE TAX-XX	9.73		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.01	C	189	MEDCARE CONTRI	3.28	C	031	STATE UNEMP	2.80	C
030	FEDERAL UNEMP	1.81	C								

PAY: REG-REGULAR 225.95 TIME: 19.23 RATE: 11.750 PER: 02/08/97

260415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 154.59 TTL GRS: 211.62 FWT GRS: 207.39 FICA C/OPP GRS: 211.62 MEDICARE GRS: 211.62
A0000619 1Y ST/QWT GRS: 207.39 RTR GRS: 211.62 FUT GRS: 211.62 SUT GRS: 211.62
02/07/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 009 ENDING 02/01/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	13.12		036	FICA MEDICARE	3.07		010	401K DEDUCT	4.23	
022	FEDERAL TAX	4.86		025	STATE TAX-XX	8.75		151	UNIONDUES-####	22.00	
200	UNITED WAY '99	1.00		188	FICA CONTRIB	13.12	C	189	MEDCARE CONTRI	3.07	C
031	STATE UNEMP	2.62	C	030	FEDERAL UNEMP	1.69	C				

PAY: REG-REGULAR 211.62 TIME: 18.01 RATE: 11.750 PER: 02/01/97

550415304 MAIYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 187.42 TTL GRS: 227.36 FWT GRS: 222.81 FICA C/GPP GRS: 227.36 MEDICARE GRS: 227.36
0000615 1Y ST/GWT GRS: 222.81 RTR GRS: 227.36 FUT GRS: 227.36 SUT GRS: 227.36
01/31/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 007 ENDING 01/25/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.10		036	FICA MEDICARE	3.29		010	401K DEDUCT	4.55	
022	FEDERAL TAX	7.17		025	STATE TAX-XX	9.83		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.10	C	189	MEDCARE CONTRI	3.29	C	031	STATE UNEMP	2.82	C
030	FEDERAL UNEMP	1.82	C								

PAY: REG-REGULAR 227.36 TIME: 19.35 RATE: 11.750 PER: 01/25/97

280418304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 211.35 TTL GRS: 262.16 FWT GRS: 256.92 FICA C/OPP GRS: 262.16 MEDICARE GRS: 262.16
A000609 1Y ST/QWT GRS: 256.92 RTR GRS: 262.16 FUT GRS: 262.16 SUT GRS: 262.16
01/24/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 005 ENDING 01/18/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT. 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	16.25		036	FICA MEDICARE	3.81		010	401K DEDUCI	5.24	
022	FEDERAL TAX	13.29		025	STATE TAX-XX	12.22		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	16.25	C	189	MEDCARE CONTRI	3.81	C	031	STATE UNEMP	3.25	C
030	FEDERAL UNEMP	2.10	C								

PAY:	REG-REGULAR	226.07	TIME:	19.24	RATE:	11.750	PER: 01/18/97
	ADJ-ADJUSTMENT	36.09		3.00		12.030	01/18/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKG PACKAGE OPERATIONS
****
ACTIVE
BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
UPS EMPL TYPE: P FULL / PART: P UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T
STOCK UNITS PURCHASED: 0 401K PRCNT: 2

CUR PAYMENT NET PAY: 196.63 TTL GRS: 240.76 FWT GRS: 235.94 FICA C/QPP GRS: 240.76 MEDICARE GRS: 240.76
A000586 1Y ST/QWT GRS: 235.94 RTR GRS: 240.76 FUT GRS: 240.76 SUT GRS: 240.76
01/17/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 003 ENDING 01/11/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	14.93		036	FICA MEDICARE	3.49		010	401K DEDUCT	4.82	
022	FEDERAL TAX	9.14		025	STATE TAX-XX	10.75		200	UNITED WAY '99	1.00	
188	FICA CONTRIB	14.93	C	189	MEDCARE CONTRI	3.49	C	031	STATE UNEMP	2.99	C
030	FEDERAL UNEMP	1.93	C								

PAY:			TIME:		RATE:		PER:
OTD-OVERTIME	1.76		0.10		17.625		01/11/97
REG-REGULAR	233.12		19.84		11.750		01/11/97
TRN-TRAINING	5.88		0.50		11.750		01/11/97

250415304 MAZYCK, JASON B OPERATION TYPE: PKO PACKAGE OPERATIONS
****
ACTIVE
UPS EMPL TYPE: P FULL / PART: P BUILDING: 2960 HOME CENTER: 2960 SORT TYPE CODE: SUPERVISOR AREA: 5
STOCK UNITS PURCHASED: 0 401K PRCNT: 2 UNION LOCAL: 0028 UNION SUB LOCAL: 0 UNION TYPE: T

CUR PAYMENT NET PAY: 177.14 TTL GRS: 244.40 FWT GRS: 239.51 FICA C/GPP GRS: 244.40 MEDICARE GRS: 244.40
A000608 1Y ST/QWT GRS: 239.51 RTR GRS: 244.40 FUT GRS: 244.40 SUT GRS: 244.40
01/10/97 TAX CD: FED-M01 ST-M 00 ST/P TXD-041
SCHED: 001 ENDING 01/04/97 W1

NET PAY DISB TYPE: A CHECK/ADVICE DISTR: TRANSIT: 253272177 ACCOUNT: 1007102531 TYPE ACCT

020	FICA	15.15		036	FICA MEDICARE	3.54		010	401K DEDUCT	4.89	
022	FEDERAL TAX	9.68		025	STATE TAX-XX	11.00		151	UNIONDUES-####	22.00	
200	UNITED WAY '99	1.00		188	FICA CONTRIB	15.15	C	189	MEDCARE CONTRI	3.54	C
031	STATE UNEMP	3.03	C	030	FEDERAL UNEMP	1.96	C				

PAY:			TIME:	RATE:	PER:
HOL-HOLIDAY	94.00	8.00	11.750	01/04/97
REG-REGULAR	150.40	12.80	11.750	01/04/97

October 15, 1999

To Whom It May Concern:

In regards to the Federal DOT waiver, I'm writing this letter because my employer has not provided the information needed to complete the waiver form. I have asked UPS for my employment record and my driving history with the company, but I have not yet received any information.

*I have been employed with UPS (at location indicated below) since May 6th 1992. I started part-*time on the docks as a loader and unloader. In 1995 I passed a UPS physical and qualified RTD (regular temporary driver). I drove a package car as a RTD for two years. On May 12th 1997 I was hired as a full time driver. During the same year, I passed my second physical and performed all assigned tasks with no problem. By 1999 I had accumulated two years of safe driving as a full-time driver and was awarded a *Two-Year Safe Driving Award in May of 1999.*

I feel that I am a good employee, trying to perform my duties as would best benefit UPS. I have an excellent attendance record and enjoy my job. My vision is the same as it was when I was hired *and then later began to drive. It has not deteriorated in the past ten years but because my vision is not* within regulation, UPS has not allowed me to work at all. I respectfully request a speedy issuance of this waiver so that I may work to support my family.

I submit this letter since UPS has not provided the requested information.

Yours truly,

Jason B. Mazyck
206 North Hodgens Circle
Travelers Rest SC 29690

Center of Employment: United Parcel Service
290 Fairforest Way
Greenville, SC 29607

Center Manager: Tony Childs

GENERAL DRIVERS, WAREHOUSEMEN AND HELPERS
LOCAL UNION NO. 28
AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AFL-CIO
P.O. BOX 310 • TAYLORS, SOUTH CAROLINA 29687
(864)877-2016 • 1-800-327-2732 • FAX (864)879-1082
CAROLINA JOINT COUNCIL NO. 9

RICHARD L. MAXWELL
Secretary-Treasurer

SAMUEL EDGE
President

October 19, 1999

Ms. Sandra L. Zywokarte
Federal Highway Administrator
U.S. Department of Transportation
Vision Program
400 Seventh Street, S.W.
Washington, D.C. 20590

RE: Jason B. Mazyck

Dear Madam:

Jason Mazyck is a member of Teamsters Local Union 28 and is covered by a Collective Bargaining Agreement between our local union and United Parcel Service.

United Parcel Service has been uncooperative in supplying Mr. Mazyck with the required information to apply for a waiver of the vision standard of the Federal Motor Carrier Safety Regulations.

The Local Union verbally requested the information from United Parcel Service Labor Representative, John Vinkler on Mr. Mazyck's behalf. As of this date it has not been provided.

Enclosed you will find not only information you requested but additional information which includes a physical examination for a D.O.T. card. United Parcel Service package car drivers are not required by D.O.T. to have a D.O.T. physical due to the cars weight and size. This is strictly a company requirement that all employees, including dock employees, have a D.O.T. physical.

I would like to thank you in advance for your cooperation in considering Mr. Mazyck's request for the vision waiver.

Sincerely,
TEAMSTERS LOCAL UNION NO. 28

Richard L. Maxwell

Richard L. Maxwell
Secretary-Treasurer

RLM/rhw
Attachments

BUY AMERICAN—PATRONIZE UNION COMPANIES